**Name - \_\_Dan Crozier\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

*Identify key questions you might use in your coaching conversation.*

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| --- | --- |
| **Key Areas** | **Observation Notes** |
| * Type of Coaching Conversation * Directive/ Instructional * Collaborative * Facilitative/ Supportive | Which type of Coaching Conversation is being planned?  Directive/Instructional |
| * Purpose of the Coaching Conversation | To determine how to make up snow days as we have had many of them this year. |
| * ***O****bjective Questions* * The “what” * Invitation to the conversation | What factors need to be considered?  What if anything is in the teacher contract?  What days are similar to the district we share students with? |
| * *Reflective Questions* * The “what about the what” * Emotional | How will using possible calendar days effect teachers, students, families, and other districts we work with?  How are these days without presently planned to be used?  Will we create more costs by changing the calendar rather than adding the days at the end of the school year? |
| 1. ***I****nterpretive Questions* 2. The “so what” 3. Brainstorming | What effect will changing a ½ day with students and ½ day P.D. be changed if we have a two hour early out for P.D. |
| 1. ***D****ecisional Questions* 2. The “now what” 3. Identifies specifics “next steps” to be taken | What will be my procedure to talk to others? 1. Sharing school. 2. Administrators. 3. Association president. |
| * *Based on the Decision, what are the responsibilities of the administrator?*   *This area will be completed after the conversation – to summarize the “next steps” of the administrator.* | Inform sharing district administrator of discussion. Have each principal poll their staff. Inform the board of possible changes. |
| 1. *Based on the Decision, what are my responsibilities?*   *This area will be completed after the conversation – to summarize the “next steps” and responsibilities of the coach.* | Have principals inform their staff and students of final plans.  Inform the radio stations and newspaper of the changes.  Place the new changes on the web site. |

**Reflection on the Coaching Conversation**

**Name: Dan Crozier**

**Date: 1/31/10**

**Type of Coaching Conversation: Directive/Supportive Collaborative Facilitative/Supportive**

**Reflect on the coaching conversation you completed with the administrator:**

**What impact did planning for the conversation, including the development of the ORID questions, have on the coaching conference itself?**

**The conversation provided opportunity to assess the plan and add conversations with all the players that would be effected.**

**What was most challenging for you during the conversation? Most pleasing?**

**Listen after the questions. Including a conversation with each needed group.**

**The decision seemed to be a group decision that pleased most of the people involved.**

**What might be some things you would do differently/the same in your next conversation?**

**The conversation was a good one to have as it created more positive conversations after the final decision.**

**What techniques will you specifically address in your next coaching conversation?**

**More open ended questions, like: Are there others that need to be involved in this conversation?**